



British Columbia Therapeutic Recreation Association Standardized Job Description

Introduction: BCTRA has developed this job description as a resource for employers who are initiating a new Recreation Therapist staff level, clinical position, updating an existing job description or evaluating a current Therapeutic Recreation delivery system. Please note that it is intended as a 'generic' representation of typical job duties and qualifications and is based upon: a composite of existing job descriptions in the Health Regions throughout BC; the Canadian Therapeutic Recreation Association's standards of practice for the profession; the National Council for Therapeutic Recreation Certification (NCTRC) Job Analysis and the NCTRC Certification Standards.

CLINICAL RECREATION THERAPIST

JOB SUMMARY:

Within the context of a client-centered care model, in accordance with established standards of professional practice, and the vision and values of the organization, the Recreation Therapist works in a team-based environment and provides therapeutic recreation interventions with specific clients and/or client groups. The Recreation Therapist, as a member of an integrated, collaborative health care team, assesses client's recreation/leisure needs, abilities and interests, maintains a variety of records, plans and implements therapeutic recreation care plans, evaluates the effectiveness of interventions, and communicates with the client/family and other health care team members. To ensure the optimum use of resources, the Recreation Therapist contributes to the organization and delivery of therapeutic recreation services, and participates in designated quality assurance initiatives, meetings, research and education.

TYPICAL DUTIES AND RESPONSIBILITIES

I Assessment

- Gathers pertinent client information using best practice guidelines, selecting and utilizing valid, reliable, standardized, and site-specific assessment tools in both Therapeutic Recreation and Allied Health domains.
- Assesses the client's recreation/leisure needs, abilities and interests utilizing an evidence-based approach within a specified time frame.
- Communicates assessment findings to the client/family/caregiver, and other members of the team and reassesses as necessary.

II Intervention Plan and Implementation

- Develops and applies evidence-based therapeutic recreation intervention/program plans with goals and objectives based on the assessment findings and facilitates client involvement in goal-directed functional skill development, leisure education, and/or general recreation participation.
- Develops individual, family, and/or group interventions with the goal of enhancing life-long leisure skills and attitudes, eliminating barriers to leisure, and optimizing leisure involvement of clients.
- Discusses plans with the interdisciplinary team, including client/family/caregivers, and evaluates intervention plans to achieve optimal health outcomes.
- Liaises and partners with a variety of community-based services and resources and reduces barriers to client participation
- Provides inpatient, outpatient, and community outreach services as appropriate, including transition/discharge planning.
- Provides information and education to the client/family and community service providers re appropriate recreation choices and resources in-Centre and in the community
- Facilitates community access which may include accompanying/ transporting clients to recreation activities and performing assigned care tasks as needed according to established policies and protocols.

III Documentation and Evaluation

- Ensures clinical accountability by documenting client progress using a standardized system of recording to produce legal and confidential records of care.
- Maintains records and statistics.
- Uses established outcome measures to evaluate the effectiveness of interventions by methods such as preparing progress reports to reflect evidence of progress and monitoring client response

IV Interdisciplinary Collaboration

- Shares the Therapeutic Recreation intervention plan with the client/family/caregiver(s), and other members of the health care team.
- Provides joint interventions with other allied health disciplines and/or community partners.
- Participates in and/or leads activities that facilitate team goal setting, problem solving, conflict resolution and collaboration to ensure comprehensive and appropriate service delivery.

V Professional Development and Research

- Pursues professional development opportunities for enhancing individual knowledge, skills, and abilities, identifying needs through self assessment, peer feedback, and trends in current practice.
- Participates in team-based professional development opportunities.
- Prepares and delivers ongoing education related to Therapeutic Recreation to staff, students, volunteers, and community partners.
- Applies an evidence-based approach to clinical problem solving including accessing, analyzing, and applying current applicable literature and research
- Participates in and collaborates on approved interdisciplinary research projects, clinical trials, and surveys

VI Organization/Leadership

- Collaborates with and provides work direction, including transfer of function to Recreation Assistants, Programmers, Activity Workers, Rehabilitation Assistants, Peer Support Workers, and Contract Workers
- Identifies the need and submits requests for volunteers and assists with their orientation and supervision.
- Provides guidance, leadership, and/or supervision to Therapeutic Recreation and/or Rehabilitation Assistant students. Supervises internship students for a minimum period of 16 full-time weeks.
- Performs other related duties as assigned in keeping with the qualifications and requirements of the position.

VII Continuous Quality Improvement

- Adheres to the Canadian Therapeutic Recreation Association's Standards of Practice for Therapeutic Recreation.
- Participates in continuous quality improvement activities as required, by collecting data, monitoring variances to expected outcomes, and making recommendations for change based on documented results.
- Assists in the development of clinical practice documents, policies and procedures, education materials, care plans and protocols.

VIII Risk Management/Operations

- Models professional accountability and respectful, safe, ethical, Therapeutic Recreation practice by maintaining practice competencies, providing evidence-based interventions and knowing when to consult or refer to another professional to ensure appropriate attention to individual client needs.
- Maintains appropriate risk management practices and documentation to identify, evaluate and mitigate the likelihood and severity of risk(s) to clients, caregivers and staff, based on the agency's resources, facilities and equipment.
- Ensures compliance with all safety practices and procedures.
- Performs administrative duties, as assigned
- Conducts Therapeutic Recreation services which ensure client safety, dignity of risk, recognition of client rights, and acknowledgment of client diversity, values and beliefs.
- Maintains confidentiality of client information at all times.

QUALIFICATIONS**

- Bachelor's Degree in Therapeutic Recreation from an approved accredited academic institution and/or Degree in Recreation and Leisure with a major in Therapeutic Recreation or active CTRS credential
- Eligible for joint membership in the BC Therapeutic Recreation Association (BCTRA) and the Canadian Therapeutic Recreation Association (CTRA)
- Active CTRS credential desired
- Individual organizations may require: Current CPR Certificate; Unrestricted Class IV Driver's License; may require use of personal vehicle; current satisfactory Criminal Record Check; Food Safe Certification
- One year of recent, related experience preferred

*****ADDENDUM: *prior to the new degree standard adopted by the BC Therapeutic Recreation Association in 2012, individuals who have a diploma in Therapeutic Recreation and who are employed as Recreation Therapists may be eligible to apply for a degree level position, contingent upon the health authority. This precludes health authorities within BC which already have an established degree level standard.***

SKILLS, KNOWLEDGE AND ABILITIES

- Demonstrated ability to communicate effectively, both verbally and in writing, with clients, families, the public, medical staff, and the members of the interdisciplinary team
- Demonstrated effective computer skills
- Demonstrated ability to effectively resolve conflict.
- Ability to integrate best practice theory and evidence-based clinical practices to support decisions and actions within a designated clinical area.
- Has a basic knowledge of research processes and methodologies and how to apply these to Therapeutic Recreation practice.
- Ability to act with integrity and trust, helps to build a healthy team environment, communicates clearly, fosters potential in others, and acts as a positive role model.
- Promotes sensitivity to diversity by treating all clients with equity and respect despite differences in race, ethnicity, culture, spiritual beliefs, social status, marital status, sex, sexual orientation, age, health status, lifestyle, and/or level of ability at all stages of a Therapeutic Recreation intervention.
- Ability to consult, collaborate with, and support other disciplines and service providers to assist in Therapeutic Recreation service delivery to ensure that interventions are integrated and coordinated to provide continuity of care.
- Has a broad knowledge of other health care disciplines and their role in client care.
- Demonstrated ability to teach and empower clients to take responsibility for their own health
- Demonstrated ability to teach and present information to clients and/or caregivers to ensure safe and effective transfer of care.
- Demonstrated ability to provide effective consultation.
- Demonstrated ability to establish workload priorities in collaboration with others in a complex health care environment
- Physical ability to perform the duties of the position.
- Skill in the use and maintenance of specialized equipment.
- Ability to work non-traditional work hours including shifts evenings and weekends.
- Ability to manage and maintain recreation budgets.

SOURCE/ADAPTED FROM:

- Canadian Therapeutic Recreation Association (CTRA) Standards of Practice,
- National Council For Therapeutic Recreation Certification (NCTRC) Certification Standards Part V National Job Analysis January 2011
- Therapeutic Recreation Services in Fraser Health Report 2008
- Job Descriptions from the following Health Authorities: Vancouver Coastal Health, Provincial Health Services, Northern Health, Interior Health, Vancouver Island Health